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& ASSOCIATES

**Article 1**



## Leadership Skill

### **Powerful Completion – a key leadership skill**

**The degree to which you are able to create any-thing new is largely a function of the degree to which you have actively, powerfully and, fully completed (via conversation) your current/existing experience.**

#### **Context:**

Completion means 'to no longer require your attention'. When completion exists it is possible to consider new opportunities without being distracted by previous experiences.

In a society addicted to busyness and, moving fast, most people rush from one activity/experience/relationship to the next. The cost of this behavioural habit is significant, both personally and, professionally.

As a result of bypassing completion, people quite often fail to gain the satisfaction/fulfillment that is available at each stage of their journey, or glean the key learnings available to allow them to navigate more wisely in the future. Rather, quite often what people bring to their new experience is a distracting sense of dissatisfaction, a sense of 'if only....' , 'what if....' And almost inevitably repeat some form of a past pattern.

People rarely arrive at a new challenge/experience having taken the time to be complete i.e. to acknowledge the progress they have made so far, to identify their key learnings, and any insights for the future regarding what they might do differently. It is important to formally acknowledge those people that made a difference to you during that experience.

Completion is a process. It should not be rushed. It is a function of conversation and, not as most people assume, a function of time. It requires respectful listening, kind speech and, open, honest (authentic) communication. It needs a safe space/container where people feel free to be expressed/heard. It is perhaps among the greatest gifts you can give to yourself or others, as it is a way of honoring that person, that experience, that time, your self.



## A PROCESS FOR FACILITATING COMPLETION

**Make a list**

**Set a date**

**Use rituals**

**Follow the process**

### **Who do you wish to complete with? - make A List!**

It helps to make a list of the people in your life/community that you would like to have a conversation with to acknowledge what they have contributed to you; what they have meant to you personally, to clear up any mis-understandings.

The following categories may help as a structure.

**Self** - The single most important relationship – what would you like to recognise your-self for? What are you most proud of?

What do you need to forgive yourself for - what are your misgivings - where do you feel you sold-out/compromised, what did you ignore... write them down on a piece of paper and then burn it. As you burn it say the following words - "I am now ready to let go of the past and, will use this experience to support me on my lifepath. I will look only for the seeds of joy and fulfilment that are available from this experience"

**Work** - Peers-colleagues-allies-boss-mentors-champions-customers-clients-external third parties  
Personal, incl Family and Partner

**Set a Date!** - It helps to set a deadline by when you intend to declare yourself complete. Perhaps mark the occasion with some celebration (rituals are very appealing to the soul) as a way of honoring the chapter that has gone before and, embracing the chapter about to begin.

Whilst the process benefits from being free-flowing and, gentle, it may help to use a rough template (especially with teams) to guide the conversation. These questions may include:

- **What do you want to be acknowledged for?**
- Where did you go the extra mile?
- 
- **Is there anything that you want to acknowledge?**
- Anything you did that did not turn out so well?
- 
- **What couldn't you do?**
- What was frustrating?
- 
- **What, if any, regrets do you have?**
- 
- **What in your view was your contribution to the team effort?**
- 
- **Who made a contribution to you?**
- 
- **Any-thing else you wish to say in order to be complete?**

**Lastly, trust the process. These rituals act on your subconscious mind and, often the impact is very subtle. The act itself is often what is important. It serves as a communication of intent – both to your higher self and, to the Universe at large.**